



U.S. Department of Commerce

HUMAN RESOURCES SUMMIT

‘The Changing Faces of Human Resources for HR Professionals’

February 8, 2006

Hosted by the
Office of the Secretary
Office of Human Resources Management



Hiring Flexibilities

Presented by
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Agenda



Hiring Flexibilities

- Office of Personnel Management's Online Tool
- Veterans Appointing Authorities
- Student Appointing Authorities
- Excepted Service Appointing Authorities
- Direct-hire Authority



Learning Objectives



The Office of Personnel Management authorized a variety of hiring flexibilities that dramatically improves Commerce's ability to get the right people, in the right jobs, at the right time. This briefing will review a variety of available hiring flexibilities such as:

- Employment of veterans
- Employment of people with disabilities
- Student and excepted-service employment authorities
- Direct hire authorities

Summary



- Increased usage of OPM authorized hiring flexibilities enhances the Department's goal of hiring within the 45-day model
- Bureaus will be required to report the usage of hiring flexibilities each quarter

What's on the Horizon



- Human Capital Scorecard - Quarterly Hiring
- Timeline report to OPM – Due March 2006



Where to Get More Information

- OPM website <http://www.opm.gov>
- OHRM website <http://ohrm.os.doc.gov/>
- Cynthia Brice
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QUIZ

1. What hiring authority should be used for attorneys?
 - Schedule A
 - Schedule C
 - Schedule B
2. What is the maximum amount of time allowed for the conversion of SCEPs after graduation?
 - No time limit
 - 90 days
 - 120 days
3. The VRA authority allows for veterans to be appointed to a grade of GS-11 or higher
 - True
 - False
4. What is the highest entry level grade for a Senior Presidential Management Fellow
 - GS-13
 - GS-14
 - GS-15
 - SES